

EEOC TRAINING INSTITUTE
Industry Hills, CA (LA Area)
Technical Assistance Seminar Agenda
August 22, 2006

Agenda Highlights: Join us for a day jam-packed with interesting topics. Here are just a few: how to overcome hidden bias, sexual harassment in the workplace, alternative dispute resolution for EEO complaints, new EEO-1 reporting requirements, hate in the workplace, conducting internal EEO investigations, and more!. Don't miss it.

- : 7:30 A.M. **Registration/Continental Breakfast**
- 8:30 A.M. **Welcome and Opening Remarks**
Olophius E. Perry, EEOC, Los Angeles District Director
- 8:45 A.M. **DFEH Update**
Kathy Joy, Regional Administrator, CA Department of Fair Employment and Housing, Santa Ana
- 9:00 A.M. **Immigration and the Law, Past and Present**
A history of immigrant groups coming to America and the discrimination they encountered.
John Schmelzer, Acting Director of Field Coordination Programs, EEOC, Washington, D.C.
- 9:30 A.M. **Break**
- 9:45 A.M. **Break-out Sessions** (Select one)
- I. **How to Overcome Hidden Biases**
Your willingness to examine your own possible biases is an important step in understanding the roots of stereotypes and prejudice in our society.
Patricia Kane, Enforcement Supervisor, EEOC, LADO
Angela Oh, Civil Rights Activist/Attorney (Invited)
- II. **Sexual Harassment** (Repeated in the Afternoon)
Workshop meets requirements of AB 1825 requiring all employers in California with 50 or more employees to provide sexual harassment training for supervisor and Managers. Learn to recognize, investigate and correct sexual harassment complaints.
Dana Johnson, Trial Attorney, EEOC, LADO
Janie Siess, Assistant Deputy Director, Program & Policy Development, CDFEH
- III. **Creating Solutions for Employment Situations: Alternative Dispute Resolutions**
Avoid investigation and litigation. Join successful EEOC and private mediators in a lively inter-active mock mediation and obtain practical tips for resolving EEOC charges quickly and inexpensively. Learn about the EEOC's best kept secret - the UAM.
Cherry-Marie Rojas, ADR Coordinator, EEOC, LADO

11:45 A.M. **Lunch**

1:00 P.M. **New EEO-1 Reporting and Requirements**

John Schmelzer, Acting Director of Field Coordination Programs, EEOC, Washington D.C.

1:45 P.M. **Break-out Sessions** (Select one)

I. **Identifying and Combating Hate Issues in the Workplace**

As the demographic profile of California changes, so does the look of the workforce. Intolerance and hatred are steadily increasing in the workplace. This workshop will review the trends and explore how to take proactive steps to prevent issues of hatred from arising at work.

Anna Park, Regional Attorney, EEOC, LADO

Henry Shields, Attorney, Irell & Manella

II. **Sexual Harassment** (Repeat of morning session)

III. **Conducting Investigations, Responding to the EEOC and OFCCP**

Practical steps for self-evaluation of internal EEO processes; effective ways to conduct internal investigations; how to respond to EEOC complaints, and OFCCP Audits.

Brian Nelson, Enforcement Supervisor, EEOC, LADO

Sarah Nelson, District Director, U.S. Dept of Labor, OFCCP

3:45 P.M. **Break**

\ 4:00 P.M. **Question and Answer Session**

District Director Olophius E. Perry and a panel of EEOC staff will answer your questions collected throughout the day as well as live from the audience.